

El Tigre News

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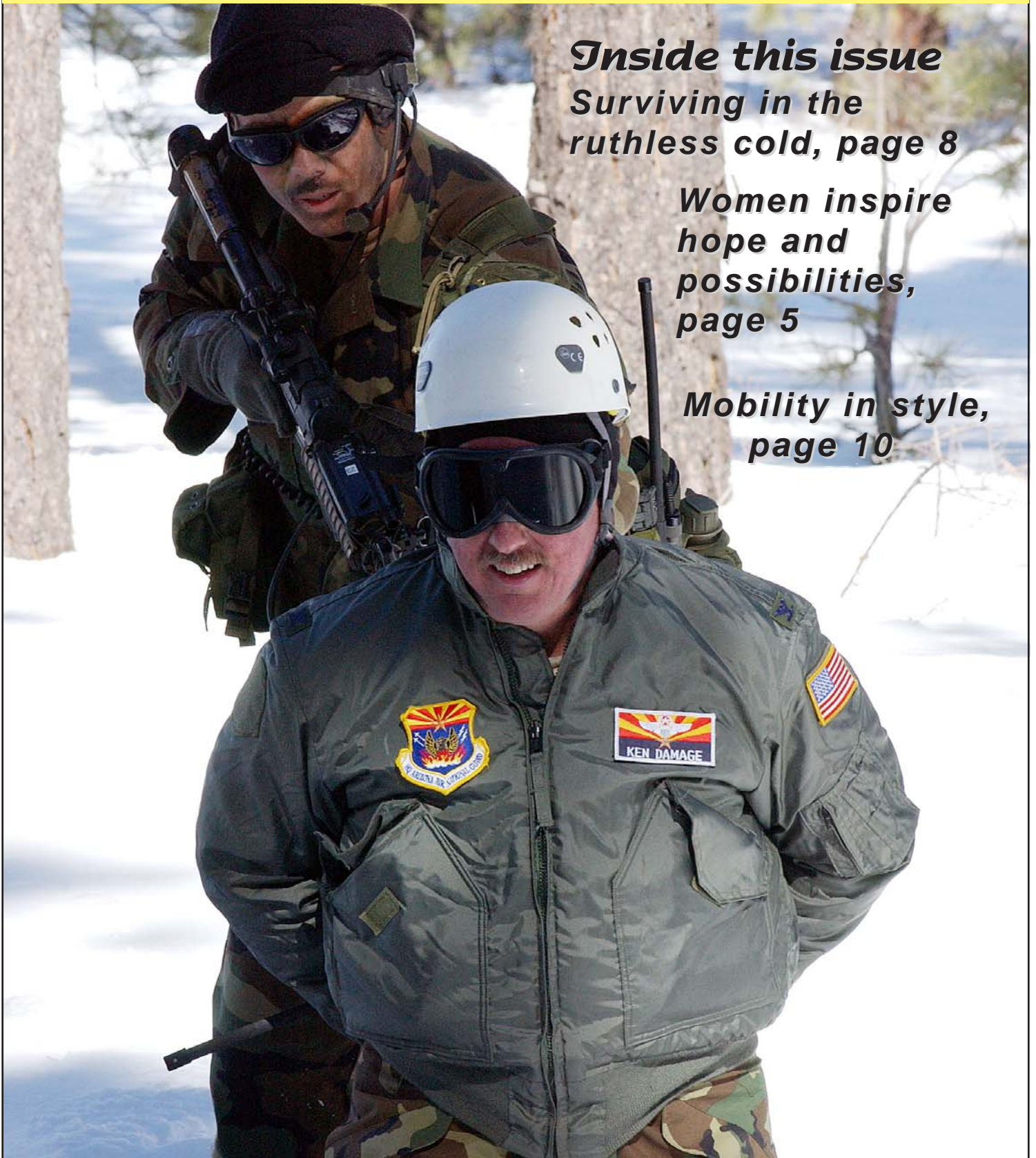
March 2004

The official newspaper of the 162nd Fighter Wing, Tucson, Arizona

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Our 'Wing-Walker' Strategy

**By Brig. Gen. Ron Shoopman
Commander**

The Wing's senior leaders just completed our annual off-site meeting where we reviewed our strategic plan, updated a number of policies, reviewed our Base Master Plan for future construction, and addressed several critical issues that we hope will lead the wing to ever greater success. One of the main purposes of this meeting was to plan for the future of our unit. This is extremely important right now in view of the many changes that are happening throughout the U.S. Air Force and the Air National Guard. Air Force and ANG transformation is real and will result in significant changes to and even the closure of a number of ANG units. The ANG has a strategy known as Vanguard that allows units, with the support of their respective Adjutants General, to shape their own future by seeking missions that are "relevant" to Air Force needs and continue the success of the ANG by being "Ready" and "Reliable" partners in the defense of our nation. There is a wide range of options, and the choices we make today will influence our wing for years to come. We now have a plan and we call it the "162nd Transformational Roadmap".

The Air Force of the future will be based upon capabilities rather than specific weapons systems. For example, an Unmanned Aerial Vehicle (UAV) or a satellite can now do what reconnaissance aircraft once primarily accomplished. Therefore, "capabilities based planning" will drive new missions. The capability will be assigned to the most cost effective and mission effective systems. Interoperability between different services is also a goal of transformation. Opportunities for "Joint CONOPS" will be rewarded



General Shoopman

during the 2005 Base Realignment and Closure (BRAC). Limited force structure is another reality with more and more military jobs being "outsourced" to allow military manpower to focus on the war-fighting mission.

A 40 percent reduction in total aircraft and an approximate 25 percent reduction in military bases proposed for the BRAC will have the greatest impact on the ANG. For example, states with multiple fighter units may opt to combine them to form a single larger unit. ANG units close to Air Force bases may be moved onto the active base where it makes sense to do so. The biggest change will be the combining of ANG, Reserve, and active units in what has become known as Total Force Integrated units. Other names for them are Blended Units, Reserve Associate Units, or Active Associate Units. The 162nd FW has a small Active Associate Unit in the form of the seven active duty instructor pilots assigned to our base. One proposal has a Virginia ANG fighter

unit moving to Langley AFB, Va., where they will be combined with the active wing located there to support, maintain and fly the F-22. The proposals seem limitless for restructuring, combining, and partnering in an effort to become more efficient as the Total Air Force transforms for the 21st Century.

The strength of the 162nd FW has always been our ability to determine our own future. Before we looked at opportunities, we first established that our biggest strength is the depth and talent of our members. While I cannot begin to list them all here, a number of outstanding possibilities

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El Tigre News

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Cover photo

Col. Ken Ramage from State Headquarters, foreground, is given a series of questions by pararescue jumper Staff Sgt. Isaiah Staley. During a winter combat scenario, rescue personnel must authenticate the identification of all downed pilots and aircrew members to determine if they are friend or foe. See page 8 for full story.

Photo by Tech. Sgt. Dave Neve



Drug testing program receives perfect score

By Tech. Sgt. Stephen M. Delgado
NCOIC, Public Affairs

The recent Health Services Inspection netted the 162nd Fighter Wing's urine analysis drug testing program a perfect score, proclaimed an elated Capt. Sandra Wilson, Demand Reduction Control Officer.

The inspection was conducted in January and focused on the Medical

'MEO has embraced this job, so we want to do our best because we realize that a drug-free environment is vital to the success of our mission.'

- Capt. Sandra Wilson Military Equal Opportunity

Squadron and the urine analysis drug testing program. In the Air Force, this program is the responsibility of the Medical Squadron, but in the Guard, it is a co-owned

program with the Medical Squadron and Military Equal Opportunity.

"MEO has embraced this job, so we want to do our best because we realize that a drug-free environment is vital to the success of our mission," Captain Wilson said.

"The inspection was conducted by Lt. Col. Suzanne Feld and focused on a number of factors, which included our documentation of the program, untestable rate and the Cross Functional Oversight Committee," Captain Wilson explained. "This committee is chaired by 162nd Fighter Wing Commander, Brig. Gen. Ron Shoopman and has representatives from many sections on base. One of the principle purposes of this committee is to create an awareness of what substance abuse risks there are."

"Colonel Feld attributed the success of the inspection to our focus and ownership of the program. We are fortunate to have dedicated personnel who have been here for awhile and not the constant change as in the active force," Captain Wilson continued.

She had high praise for program managers, Master Sgt. Menalik Bakari and Staff Sgt. Allen Quinton. "We have been mistake-free for years."

Captain Wilson said the urine analysis drug testing program is having positive results in that it deters people from using drugs which, in turn, provides a fit and ready-drug free fighting force.

January's inspection was a first for this program, but the Health Services Inspection is conducted every three years.

Our 'Wing-Walker' Strategy

Continued from page 2

excited us. Many options exist in the Maintenance Group alone. With our capabilities to perform maintenance on F-16 A/Bs, there are many possibilities to perform work for the depot in support of U.S. and international F-16s. We also see a growing demand for formal maintenance training. As the Air Force brings old F-16s out of the Aerospace Maintenance and Regeneration Center (AMARC) to create drones, we could play a significant role. We are also aware of the need for an ANG Intelligence Squadron and a Weather Flight to be based at Davis-Monthan AFB, but assigned to the 162nd FW. We see opportunities in Homeland Defense and in expanded roles for Snowbird and AATC. These are just a few of the opportunities in a long list of Air Force needs that our talented members could be tasked to perform.

In the flying arena, the needs for training in the U.S. Air Force and for International Air Forces are great. We see the potential for expanded Air Force training in our current F-16s or even in newer F-16s that could become available as a result of BRAC actions. We plan to work closely with the Secretary of the Air Force for International Affairs to ensure that we are identified as the

International training base for the F-35 Joint Strike Fighter. New training courses and even expanded Mobile Training Teams could fill requirements that will keep us busy for years to come. In fact, the real challenge is deciding which mission opportunities to pursue.

That is why we decided to follow the "Wing Walker" strategy. The daring wing walkers of old, boldly stepped out on the wings of their aircraft. They appeared to throw caution to the wind; however, if you watched closely you would see that they never let go of the strut they were holding onto until they had the next strut firmly in their grasp. Like the wing walker, we will move boldly to position ourselves for new missions, but also like the wing walker, we will never give up what we have until we have a new and better mission fully in our grasp. We will never rely on chance or a promise, but rather on a carefully considered strategy that will lead us down the path to success. The choices we make will be based on our Transformational Roadmap. You can rest assured that it will be an exciting trip with many roads to follow. We intend to take full advantage of every option by following our roadmap to the very best opportunities available for the future of the 162nd Fighter Wing.



Picnic planning under way

The most popular show on TV, *The Smothers Brothers Comedy Hour*, was cancelled by CBS on April 4, 1969 because the brothers failed to submit an episode to network executives before its broadcast. April 4 at 12 p.m. also marks the day when the annual 162nd Fighter Wing picnic is scheduled.

As in past years, the 2004 162nd Wing Picnic is planning to offer food and fun for unit members and their families at the Morris K. Udall Regional Park, near the intersection



of Tanque Verde and Sabino Canyon Roads.

"We are looking for volunteers to help with the setup, to run the picnic, help cook and clean up," said picnic coordinator 2nd Lt. Jason Burns. Lieutenant Burns, at 295-6362 and Master Sgt. Sandra Ahern, at 295-6013 are available to answer any questions about obtaining tickets or volunteering.

Tickets go on sale March 6
Children 3-12 years old - \$2
Anyone 13 and older - \$3

Volunteers needed for a fun time

The Wing Picnic Committee Board members are looking for volunteers willing to donate their time for a good cause and have fun at the same time. Any person or organization wanting to volunteer for any of the following areas should contact the volunteer coordinator, Master Sgt. Sandra Ahern at 295-6013.

Areas include beverages, teen events, kids activities, ticket sales, Monday cleanup, picnic cleanup, parking, special equipment setup, teardown, sporting events and food (cooking).

DFAS clarifies retro pay raise

The additional 2.1 percent pay raise for civilian employees authorized by the president Jan. 23, will be retroactive to Jan. 11. However, before it can take effect, an executive order must be issued addressing how the increase will be split between base and locality pay, said Defense Finance and Accounting Service officials.

After the executive order is issued, the Office of Personnel Management will publish new salary tables based on that guidance. These tables must then be integrated into the personnel

system before any retroactive pay adjustment processing can begin, officials said.

Once the adjustments are processed by the personnel system, calculation of employee pay increases by payroll systems can begin.

As in 2003, not all employees will receive the retroactive part of the pay increase at the same time. Because of transaction volume, payroll processing of this change must take place over the course of multiple paydays, DFAS officials said.

Briefs

New Arizona ANG commander hails from Tucson

Colonel Michael J. Shira, Snowbird commander and former vice commander of the 162nd Fighter Wing, was selected to be new Commander of the Arizona Air National Guard and Assistant Adjutant General for Air. The effective date of this assignment is March 7, 2004. Col Shira succeeds Colonel John Rix after he served a long and distinguished career in the service of his country and state.

El Tigre News Survey

The *El Tigre News* staff periodically conducts a survey to determine ways to improve the paper. The survey may be conducted in hard copy or online by a randomly selected number of base people. If you receive a survey request from Public Affairs in either March or April, please take the time to fill out the survey. The PA staff's goal is to make the *El Tigre News* relevant and useful for base personnel.

Retention moves

The Retention Office has relocated to Room 155 in Bldg. 1. The space was formerly the Mission Support Group's conference room.

The office is in the back of the Mission Support Group Commander's Office, south of the Military Personnel Flight.



Women's history reception set at TAGRA

To commemorate Women's History Month the 162nd Fighter Wing's Military Equal Opportunity Office is hosting a reception on March 23 from 1-2:45 p.m. at TAGRA.

This year's theme is "Women Inspiring Hope and Possibilities." Planners have invited Brig. Gen. Ron Shoopman, 162nd Fighter Wing Commander and a prominent local woman newscaster to speak. At press time, General Shoopman has confirmed his attendance but planners are still awaiting the newscaster's confirmation to attend.

"The cost for the reception is still being negotiated, but will feature refreshments and door prizes for those attending," said Capt. Sandy Wilson, project coordinator.

The purpose of the of the event,

she said, is to recognize the accomplishments of all 162nd Fighter Wing women, with special recogni-

tion to those women who have served the unit and the nation at overseas locations.



U.S. Army Signal Corps photo

Members of the Third WAC Company, Newport News, Va. during World War II.

162nd FW Services NCO named best in Arizona

A newly promoted Services NCO was named Airman of the Year for Arizona. Staff Sgt. Andrea M. Marquez has simultaneously filled numerous positions and additional duties in the Services flight during her four-years in the military.

During the past year, she arranged for more than 1,500 lodging reservations for out of town unit members and for more than 400 military members on temporary duty at the 162nd Fighter Wing. She also arranged for lodging for international students training here and for Army Guardsmen dispatched to assist with base security.

Her many jobs and tasks, in addition to her lodging duties, include managing the training program, awards and decorations manager, functional records manager, computer equipment custodian, the flight's "Status Of Resources and Training System," SORTS monitor, and performs all

flight administrative duties.

Active in base-wide and community volunteer activities, she was recently named president of the Junior Enlisted Council, has volunteered to regularly help in the monthly cleanup of Valencia Road, has arranged for incentive visits to the Aerospace Maintenance and Regeneration Center at Davis-Monthan Air Force Base, spearheaded the organization and manning of the JEC Morale Softball Tournament concession stand, organized the annual Habitat for Humanity building project, is a committee member for the annual Haunted Hangar program, arranged the inaugural JEC Volleyball Tournament and served on the Women's History Committee.

Sergeant Marquez was sought out for a tour of duty by Operation Snowbird at Davis-Monthan AFB to assist them arrange for lodging for 160-200 personnel deployed to



Photo by Tech. Sgt. Dave Neve

Staff Sgt. Andrea Marquez

Southern Arizona.

She is married to a unit member in Security Forces and they have two children.



Earn \$300 to \$1,500 for college this fall

The Federal Employee Education and Assistance, FEEA, has awarded over \$2.75 million in college scholarships exclusively to federal and postal employees and their family members.

FEEA scholarship applications are available from January through March each year from www.feea.org and from the Retention Office. Applications are due at FEEA headquarters by 26 March 2004.

Awards will be announced in August. Scholarship awards are for one year and are paid in two installments -- half in August/September and the balance in December/January. Awards generally range from \$300 to \$1,500.

Eligible applicants include current civilian federal and postal employees with at least three years of federal service and their dependent family members, i.e., children and spouses.

Employee applicants may be part-time students; dependents must be full-time. All applicants must be enrolled or plan to enroll in an accredited post secondary school in a course of study that will lead to a two-year, four-year or graduate degree. All applicants must have at least a 3.0 grade point average on a 4.0 scale.

Criteria include the academic record of the applicant, a recommendation (character reference), extracurricular and community service activities,

and an essay. The essay topic changes each year and is printed on the application. Applicants may be high school seniors or may already be in college or graduate school.

Although they are not renewable, recipients may reenter the competition each year. Applicants not selected for awards may also reapply.

The FEEA scholarship program is sponsored in part by the Blue Cross/Blue Shield Association.



The majority of the funding for this program, however, comes from federal employee contributions to FEEA Pledge #1234 during the Combined Federal Campaign.

Chief of Staff takes aim at safety

Goal is for the Air Force to have zero mishaps

Air Force Chief of Staff Gen. John P. Jumper has made it clear that he wants a mishap-free Air Force.

"Our ultimate goal is zero mishaps," the general said. "Some people may think zero is simply too hard to be a realistic goal. To my way of thinking, however, any goal other than zero implies that some mishaps are acceptable. But no mishap is."

The Air Force has lost more than 1,000 airmen in accidents during the past 10 years, with off-duty private vehicle accidents being the No. 1 killer.

"Another program, procedure or

lecture won't help," General Jumper wrote. "Each of us paying attention will. The right attitude about safety in peacetime is no different than how we feel about surviving in war."

General Jumper established the Air Force Operational Safety Council (AFOSC), chaired by Air Force Vice Chief of Staff Gen. T. Michael Moseley, to oversee safety matters.

The AFOSC will monitor safety performance, examine new or

emerging technologies from both the operational and safety perspectives and direct

required changes in Air Force safety policy, programs and investment.

"All the oversight in the world won't help if our airmen don't take each other's safety -- their survival -- seriously," General Jumper said.

"All the oversight in the world won't help if our airmen don't take each other's safety -- their survival -- seriously."

- Gen. John P. Jumper



Beware of government travel card scams

Unscrupulous individuals are fraudulently trying to obtain government cardholder information by phone and by e-mail according to John Ziu, General Services Administration SmartPay. The bottom line is never give anyone else your card or personal information. The caller or e-mail may look legitimate, but a bank would not need to ask those questions.

Recently, there have been several reports of external fraudulent activity targeted toward or affecting the government's charge card program, he said. The way to avoid this kind of scam is:

Do not give out account information in response to any e-mail indicating it is from Visa officials, stating that cardholders have to "reactivate" their accounts due to a "technical security update." This fraudulent e-mail directs the user to click a link that appears to be the Visa Web site, but is actually a fake mirror image. Entering personal information into that site could result in identity theft, Mr. Ziu warned. He said that no one from Visa banks will ever call or e-mail a cardholder and ask for an account number or other personal information.

Thus far, this action has been targeted at government travel cardholders. Mr. Ziu suggests that cardholders report any

attempts to the government agency or organization program coordinators, or to the issuing banks using the 800 number on the back of the credit card, as soon as they occur.

At the 162nd Fighter Wing, the organization program coordinator is Staff Sgt. Patti Burdon or Maj. Mark Kinsey, and agency program coordinators are persons within individual squadrons assigned that duty. In other words, only someone who works at the unit and is authorized to manage the government travel card

program should contact you about your account. No one from outside the unit would ever need to know personal account information through an e-mail or by phone.

Mr. Ziu warns of a potential scam whereas unknown callers falsely identify themselves as bank employees working with the government charge card program. The scam operators claim to be checking suspicious card activity and may ask for account numbers, social security numbers, and other personal informa-



tion, he said. Be aware that bank employees would not take these actions. The agency or program coordinators should be the only persons requesting this type of information. Cardholders should report any attempts to the agency or program coordinators and to the banks as soon as they occur.

Progress made on new personnel system

By Donna Miles
American Forces Press Service

The Pentagon's personnel chief said he hopes to bring the first 300,000 civilian Defense Department employees under the new National Security Personnel System within the next six months.

The system, authorized by the fiscal 2004 National Defense Authorization Act,

will introduce sweeping changes to the way the department hires, pays, promotes, disciplines and fires its civilian employees.

The new system will give the department "more flexibility" to manage its civilian work force while making civil service a more attractive career option, Mr. Chu said.

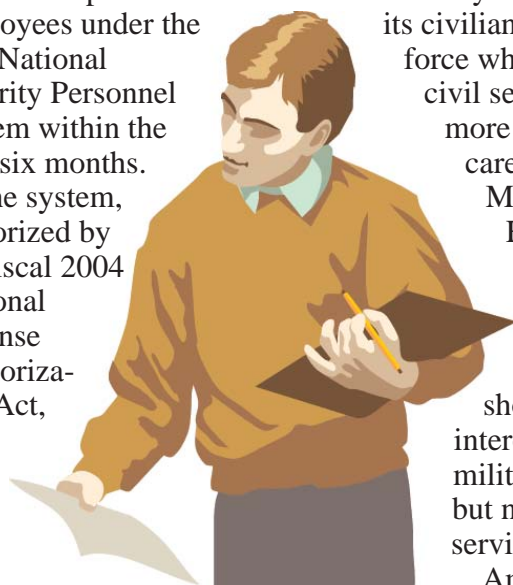
He noted that surveys of young Americans show high interest in military service, but not civil service.

Among the

new system's incentives is a plan to reward top performers.

"Pay, which now is often driven largely by tenure and longevity, will be much more tied to what you contribute to the mission and the organization," said David S. Chu, undersecretary of defense for personnel and readiness.

The new system also will eliminate many current rules that Mr. Chu said hamper effective personnel management. He said that under the current system, it takes too long to hire people -- an average of three months. He added the current system also makes it hard to pay people properly or move them around.





Tucson ANG pilots train for winter survival a

By Tech. Sgt. Harold Chandler
162nd FW Life Support

February drill 2004 was out of the ordinary for a number of 162nd Fighter Wing members. Fifteen pilots from the wing traveled to Camp Navajo, Ariz. to participate in Life Support's 6th Annual Winter Survival Training Exercise. Many participants were veterans of the training, but this year, with the help of the 305th Rescue Squadron at Davis-Monthan Air Force Base, they added a twist.

The purpose of this training is to prepare pilots for conditions they could encounter after ejecting in a "winter environment." Given the varied terrain (the Rockies, the Sierras, Idaho), they routinely fly over, it is conceivable that a pilot could find himself in a winter survival situation.

Training began as usual with a 20-minute drive over unplowed snowy

roads to the training site in the woods of Camp Navajo. Skies were sunny but the temperature at the site

pilot was matched up with a Life Support Instructor. Each team then trudged through knee-deep snow in different directions for their more

Skies were sunny but the temperature at the site Saturday morning was 1 degree Fahrenheit. The snow was two feet deep.

Saturday morning was 1 degree Fahrenheit. The snow was two feet deep. Under a makeshift ramada, fashioned from a parachute canopy the pilots were greeted by instructors and given an overview of the day's events.

Dr. (Lt. Col.) Tom Rotkis, flight surgeon, gave the first briefing. He covered post-ejection injuries, cold weather-related injuries and basic first aid. Many pilots were particularly interested in details about "sucking chest wounds."

After the medical briefing each

personalized Winter Survival Training. The training consisted of hands-on exercises such as shelter building, firecraft, compass skills, and land navigation techniques. All tasks had to be performed using only the items available in the pilot's survival kit.

The twist came when a Blackhawk helicopter from the 305th Rescue Squadron arrived. The "students" were led out of the woods and gathered around the chopper. The helicopter crew briefed the pilots on various aspects of airborne rescue: the types of rescue devices



at Camp Navajo

commonly used, contacting rescue aircraft, signaling rescue forces, directing the rescue assets, and what type of rescue devices may be employed during a pickup.

The pilots were then given a heading and told to start walking. At a predetermined distance they took out their radios and contacted the rescue forces. Rescue then directed the pilots to head in a specific direction. At some point along this route, armed pararescue jumpers (PJs) leapt from concealment and demanded each pilot "authenticate" himself.

In hostile environments, PJs do not assume that if a survivor is wearing a flight suit and speaks English that he is an ally. Pre-briefed questions are asked of the aircrew and IDs are checked – all at gun point – before status is verified. Once the pilot's identity is established, the rescue operation can

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Photos by Tech. Sgt. Dave Neve

Photo 1. Chief Master Sgt. Ike Smith, right, and Lt. Col. Mark Harting begin to build a poncho shelter by securing a line to a tree. **Photo 2.** Capt. Steve Haase clears snow to make room for a fire. **Photo 3.** Members of the 305th Rescue Squadron give a briefing on the rescue scenario. **Photo 4.** A lensatic compass is used by a pilot to check his heading. **Photo 5.** Pararescue jumper Staff Sgt. Isiah Staley, background, authenticates the identification of Lt. Col. Kevin McCrum. **Photo 6.** The 305th Rescue Squadron provides extraction to a downed pilot. **Photo 7.** Amid blowing snow caused by the rotor-wash, a pilot, right, gives the thumbs up sign to signal that he's ready to be lifted out of the extraction site, while a pararescue jumper monitors the ground operation with his rifle in hand.



Mobility exercises are back in style

By Lt. Col. Eric Burgeson
Air Force Advisor

Ever wonder why it's tough to park by TAGRA some drill weekends? Or have you asked who those guys are with the forklifts and pallets? Are you puzzled over why those folks have an M-16 slung over their shoulder?

The answer to those questions is the eight letter word – Mobility! During the February unit training assembly, the base conducted a mobility exercise. This exercise was part of our effort to prepare for the Headquarters Air Education and Training Command Operational Readiness Inspection scheduled for November 2005, and to ensure that we are prepared to fulfill real-world commitments.

This exercise was part of a 24-month training plan that is designed to streamline our procedures and ensure that every mobility-tasked person is ready to deploy. Readiness is important for both those departing and the folks doing the behind-the-scenes work to ensure that we are sending qualified, eligible personnel. The deployment exercise was crafted to have minimal impact on both flying training and all other

drill weekend requirements.

Traditionally, mobility has been a challenge for the 162nd Fighter Wing. The task of performing our normal duties on a drill weekend is daunting enough without having to endure an additional burden. The February mobility exercise marked a departure from previous events. Instead of compressing all our processing and evaluation into a very short timeline, deployment tasking was spread throughout the weekend. This allowed us to focus more attention on each process and ensure that all personnel are ready to deploy. One by-product of this closer look is a mobility report card. Commanders will receive a by-name, in depth evaluation of each person and all cargo. The report card will enable commanders to target shortfalls in training, equipment and knowledge for their units.

Over the next two years, as we gear up for the ORI, there is a lot more training and exercising that will be done. For the remainder of this year, there are four more mobility training exercises. Next to be evaluated are the Communications Flight and the Logistics Readiness Squadron over the May

drill weekend. Operations Group, the Medical and Headquarters Squadrons will be tested in July. In October, the Civil Engineer Squadron, including the Fire Department as well as some sections of the Military Personnel Flight will get the nod. Finally, in December, the Security Forces and the rest of the Military Personnel Flight will get to strut their stuff.

Mobility is our “go-to-war” mission and we must ensure the people who are selected are prepared and remain ready to go into harm’s way.

2004 remaining mobility exercises

May 1 & 2:

Communications Flight and Logistics Readiness Squadron

July 10 & 11:

Operations Group and Medical and Headquarters Squadrons

Oct. 2 & 3:

Civil Engineering Squadron and Military Personnel Flight

December 4 & 5:

Security Forces Squadron and Military Personnel Flight

Winter survival

Continued from page 9

continue. Although we don’t fly in hostile environments there is a chance that some of us could find ourselves there in the future flying with a sister Guard unit.

The PJs then led each team to a pickup zone. Survivors signaled the helicopter using radio, flares and mirror flashes. Creating its own blizzard, the chopper hovered 30 feet off the ground and a “horse-collar” was lowered from its side

door. After allowing this device to ground-out a pilot pulled it over his head and under his arms. He then gave the helicopter crew a furious “thumbs-up”, the cable grew taut, and the pilot was hoisted up and out of the snow. Once all team members had been lifted safely into the Blackhawk, the chopper departed the area for the ramada, where a warm fire, hot dogs and burgers waited. Another drill Saturday done.

This was the first time the 162nd

FW has worked with the 305th Rescue Squadron. The helicopter crews, the Life Support personnel, and their PJs were a tremendous addition to the training. Special thanks go out to Mr. Paul Olsen, and Tech. Sgt. Jeff Ginther, 305th RQS Life Support; and Master Sgt. Brett Konczal 305th RQS Pararescue Jumper. Without them it would have been just another cold weekend in the snow. The 162nd Fighter Wing looks forward to working with them again.



UDMs are vital to deployment process

**By Senior Master Sgt.
Michael Wick
Logistics Plans Technician**

With one deployment exercise behind us and more set for the months ahead, I thought it was appropriate to address the outstanding effort given by the 162nd Fighter Wing unit deployment managers (UDMs).

The UDM is an integral part of each squadron's mobility and deployment commitments. Every UDM is appointed by the squadron commander and endorsed by the respective group commander.

The UDM is responsible for ensuring unit task code, or UTC tasked members are ready to deploy at a moment's notice.

There are a couple ways UDMs perform their function. They ensure personnel readiness folders are reviewed semi-annually by the individual. This, in turn, ensures that tasked members have all their affairs in order and are ready for any deployment tasking that may occur.

UDMs also make sure that each person has a personnel readiness bag ready to deploy. Guidelines for the personnel readiness bag are in 162nd Fighter Wing Instruction 10-403 *Deployment Planning and Operations*. This information is a guide for you to follow to ensure that you have the required personal items necessary to deploy.

Unit deployment managers ensure the squadron has the required amount of equipment needed so the unit can fulfill its wartime commitment at the deployed location.

They also make sure that each person has the right mobility bags and gas mask as well as making sure each person has been fit tested by the bioenvironmental office.

UDMs are the ones who make sure everyone has the training

required to fulfill mobility duties, such as cargo preparation, pallet buildup and HAZMAT certification, chemical warfare training, self-aid buddy care and weapons qualification training. They also ensure UTC members have current immunizations and that the data is annotated on the Air Force Form 4005 located in your personnel readiness folder.

Finally, UDMs make certain everyone has a current Emergency Data Form Department of Defense Form 93 (V-Red) in case of emergency.

These are some vital areas that are important to each UTC, UDM, squadron commander and to the Wing.

Each UTC can help by reviewing their personnel readiness folder with their UDM: making sure that each personnel bag is properly packed, all mobility training is completed, immunizations are up-to-date, individual gas masks and mobility bags are properly sized and up-to-date, signing off on gas mask documentation when required, making

sure the unit's equipment is on-hand and ready to deploy, taking an active role in the unit's deployment process, and volunteering to help the process and teach others who are new to the mobility process.

Over the next 18 months as we prepare for the upcoming Air Education and Training Command operational readiness inspection and for real-world events, these items become more important than ever.

It is critical that all UTC appointed individuals ensure they continuously have their affairs in order. Over the next few months, the Logistics Readiness Section will be encouraging those who are not UTC tasked to take an active role in the deployment process as augmentees to fulfill requirements in the revised Installation Deployment Plan 10-403.

Any UTC tasked individual or deploying member should address questions to their UDM or the Logistics Readiness Flight at 295-6114. The people in Logistics are happy to help address any deployment needs.

New law protects servicemembers

A new law replacing the Soldiers' and Sailors' Civil Relief Act (SSCRA) of 1940 provides servicemembers greater protections to handle personal financial and legal obligations. President Bush signed the Service Members' Civil Relief Act into law Dec. 19.

The focus of the new act adds new protections to the SSCRA, which provides protections to servicemembers who have difficulty meeting their personal financial and legal obligations because of their military service.

Servicemembers on long-term deployments, or called to active duty, should not have to worry about their families being evicted from their quarters without sufficient legal protections, or that they are paying on a leased car or apartment that they can't use, or about civil legal proceedings they can't attend because of their deployment.

The new act calls for protection against eviction for a lease up to \$2,400, an automatic 90-day stay of civil proceedings upon application by the servicemember, and a 6 percent limitation on interest rates for pre-service debts -- and any interest in excess of 6 percent is forgiven, not deferred. Furthermore, the act allows active-duty servicemembers who are being deployed for 180 days or more, to terminate a vehicle lease without early termination charges.



Try it, you'll like it

***Have Pan, Will Travel* brings food to you**

"Have burritos, will travel," is the new slogan at TAGRA these days. Chef and owner of Have Pan, Will Travel, Inc., Steve Braun, is now taking his breakfast burritos on the road to you.

"By making four stops around the base, we're making breakfast convenient for everyone," Mr. Braun said. "Guardmembers can get their day off to a great start with our famous burritos and a few other breakfast items."

The location and the exact times of the stops will be posted online as details are confirmed. For those who prefer to take a short morning walk, TAGRA will continue serving a full breakfast.

Mr. Braun, who reopened TAGRA in early January, said currently, about 40 percent of his business is breakfast; 60 percent is lunch. Still, to remain a viable business, he needs more hungry patrons.

"I like what's being served at TAGRA nowadays," said Senior Master Sgt. Scot Stedman. "I have to eat breakfast, and without Have Pan, Will Travel, I wouldn't be eating a good, hot breakfast at a great price."

Senior Master Sgt. Barbara Boardman agreed. "They serve some fairly fancy and delicious food at very reasonable prices. There's an Asian fish wrap that's to die for."

If you try them instead of going off base to eat, both Sgts. Stedman and Boardman agree, "You'll become a regular because the food is that good."

Mr. Braun's mouth-watering menu includes such elaborate dishes, such as black bean and chicken enchilada pie and Sonoran brisket as well as typical grill items like hamburgers and chili dogs.

For Friday happy hours, TAGRA



Photo by Tech. Sgt. Dave Neve

Try it -- you'll like it! Have Pan, Will Travel offers delicious meals at a great price to keep you hungry for more.

also serves a bucket of buffalo chicken wings, chili nachos, chicken quesadillas and popular items from the grill

Have Pan, Will Travel also offers a full catering menu that includes coconut shrimp, gazpacho, wild mushroom capellini, farfalle florentine, baked sea bass bouillabaise and a flourless chocolate almond torte. Visit TAGRA to

pick up a complete catering menu.

Mr. Braun serves gourmet meals because he is a professional chef who's culinary experience includes Tucson's legendary *Scordato's* and *Keaton's Arizona Grill* as well as owning *Boccata Bistro Cafe*. He also apprenticed with a French master chef at Manhattan's *The Water Club* and worked in other upscale restaurants in New York City.

Return free software to Microsoft Corp.

Air Force people who have received a promotional copy of a popular office productivity software suite, are instructed to return it to the sender.

The Microsoft Corporation sent promotional copies of its popular "Office" software to a half million customers -- some in the Air Force. The commercial value of those software packages, more than \$500 each, exceeds Joint Ethics Regula-

tion limits for personal gifts

People can return the software by resealing the packaging, marking it "refused delivery -- return to sender" and taking it to the post office. If the post office refuses to take the packages, they can be turned in to local communications squadrons.

While it is unethical for employees of the public sector to accept gifts, it is not believed that Microsoft had any ill intent.



Ryan Airfield hosts aviation day March 13

The Tucson Airport Authority is hosting "Aviation Day" at Ryan Airfield on March 13 from 8 a.m. to 3 p.m. Admission, tours and parking are free.

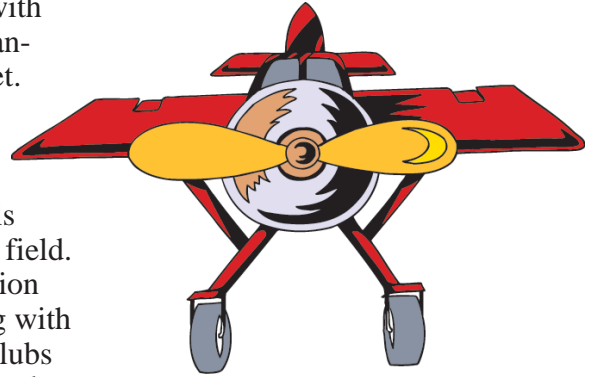
The Tucson Chapter of the Ninety-Niners International Organization of Women Pilots plans to offer visitors a chance to fly with them on "Dime-A-Pound" airplane rides. Scales open and ticket sales start at 8 a.m. but ticket sales for flights are limited so visitors wanting flights should plan to arrive early.

Other events include a pancake breakfast, a skydiving exhibition, flybys from an assortment of aircraft, tours of the airfield and the six-story air traffic control tower, storytellers from the Department of Oral History at Pima Community

College, opportunities to talk with the Ryan pilots and see their hangars and an aviation flea market.

A host of aircraft ranging from commercial pilot training planes to old-fashioned bi-planes and experimental models will be on view throughout the field. Display booths, featuring aviation memorabilia and artwork along with representatives from aviation clubs and businesses plan to be on hand to educate and inform visitors. Refreshments are also planned to be available.

Students and adults are encouraged to learn more about career options in aviation-related fields. Representatives plan to be on hand from airlines, aircraft maintenance schools, pilot training programs, and many other areas not typically



explored such as air rescue teams and law enforcement air support.

Ryan Airfield is located at the intersection of Ajo Way and Valencia Road, approximately 12 miles west of the Tucson International Airport. For more information, call TAA at 883-9800 or visit www.tucsonairport.org.

Gen. Myers stresses transformation in war on terror

By Jim Garamone
American Forces Press Service

The United States is doing "pretty well" in the war on terror, but more needs to be done and more progress is necessary to transform American military capabilities, Air Force Gen. Richard B. Myers said Feb. 18.

He said the new constitution in Afghanistan is a sign of progress. The constitution guarantees the rights of minorities and women. It gives the 25 million people of the country hope for a better future, General Myers said.

"Does that mean there won't be a car bomb in



**Air Force Gen.
Richard B. Myers**

Kabul tonight? No," he said. "Does that mean that coalition folks aren't going to lose their lives in Afghanistan? No."

Anti-coalition cells will try to subvert progress, General Myers said. Security remains a prob-

lem of keeping ahead of the terrorists. Intelligence, tactics and procedures need to enable commanders to make changes quickly to stay ahead of the tactics of the anti-coalition cells.

The war will take patience, General Myers said. It's not enough to combat the terrorists in the field today, he said. Stopping young people from embracing philosophies that lead to terrorism also is part of the battle.

General Myers said transformation is much more about the "cultural and intellectual" changes than technological ones.

He added that while technology plays a role in transformation, the more

important role is "in thinking how we're going to act and interact with each other."

The war on terror requires government to do many specific things it has not done before, the chairman said. Federal agencies have to share information far beyond typical past recipients.

General Myers said the Commerce, Treasury or Homeland Security departments may need information gleaned by the CIA. Further, the federal government may have to share that information with state and local governments. Ultimately, he said, that information – to be acted upon – may have to go to the "cop on the beat."



Upcoming Family Readiness Group events

By Jolene Helt
Family Readiness Coordinator

We still have wonderful cook-books for sale that would make for some extra special recipes for a St. Patrick's Day party or a special birthday. Learn the secrets of some of your favorite dishes that your co-workers bring in. The cost is \$10 and, if it's a gift, gift wrapping is free.

Drill weekend bake sale

March 6-7. If you can bake brownies, cookies or anything at all or make burritos, please drop them off Friday or Saturday morning before drill begins at the Family Readiness Group Office in Bldg. 1, Room 108.

Family Readiness Group meeting

March 10, 5-6 p.m., Meeting area in the Recruiter's Building.

Women's History month reception

March 23. Please see the article on page 5 of this issue.

Family Readiness Group youth activity

March/April. The date and time are to be determined. Those interested should contact Jolene Helt at 295-6566 or jolene.helt@aztucs.ang.af.mil for more information

162nd Wing picnic at Udall Park

April 4. Volunteers are needed to help staff the Family Readiness Group booth. Please call Jolene Helt at 295-6656.

Arizona State Workshop for

Family Readiness Group volunteers. Date and time to be determined. The date will be set by the Arizona State coordinator. Volunteers who want more information or to register, can call Jolene Helt at 295-6656.

Special rules apply in elections

Anyone who reads, watches or listens to the news is aware that 2004 is a presidential election year. As military members on a military installation, it is important to know the laws and instructions that address political campaigns.

There is no prohibition from military members – as private citizens in civilian clothing and at off-base events – from participating in partisan political campaign or election activities.

Military members, including members of the National Guard acting in their official capacity, however, must remember that they may not engage in activities that associate the Department of Defense with any partisan political campaign or election, candidate, cause or issue.

Any requests from political campaigns to use the Tucson Air National Guard Base or unit personnel must be forwarded to the Public

Affairs Office.

While candidates may visit military installations, they may not engage in partisan political campaign or election activities.

All military personnel, including National Guardsmen, are prohibited from wearing the military uniform at political campaign or election events.

Military members acting in their official capacity, are also prohibited from engaging in public commentary, including speeches and written submissions offered for publication, or from distributing political campaign literature while in uniform or on a military installation, concerning political campaigns or elections.

These regulations and restrictions are designed to ensure that military installations and personnel in their official capacity, maintain neutrality.



FOD is an unlucky charm -- PICK UP FOD!

Graphic by Senior Airman Deborah Schliesman



Retiree news

Benefit Act affects surviving spouses

By 162nd Fighter Wing Retirees

A recently passed law may provide income for thousands of unknowing surviving spouses of military retirees and other veterans.

Public Law 108-183, the Veterans Benefit Act of 2003 signed into law by President Bush on Dec. 16, allows survivors of members who died of service-connected causes to retain Dependency and Indemnity Compensation (DIC) if they remarry after attaining age 57. Previously, surviving spouses lost this entitlement if they remarried at any age. The only provision to regain the benefit was if the latter marriage ended in death or divorce.

Also, those who have already remarried (and were age 57 or older when they did so) have until Dec. 16, 2004 to apply for reinstatement of their DIC benefits. The current

entitlement is \$967 a month.

The application form is VA form 21-686c which is available on the web at <http://www.vba.va.gov/pubs/forms/21-686c.pdf>.

Anyone who knows of individuals who may be eligible should inform them of this new law. Those eligible should apply as soon as possible as there was no mention that payments are retroactive.

A Jimmy Jet breakfast is scheduled April 3-4. Call John Palermo at 883-5651 to sign up to help with this event. Let's get new blood helping!

We regret that two retirees died last month, Frank Burczyk and Jose Grijalva.



The Semiannual Retiree Luncheon is scheduled for 11 a.m. March 25 in TAGRA. Retirees plan to have a group photo taken that day.

A monthly breakfast meeting is scheduled in Tucson, on the second Wednesday of each month, at Hometown Buffet on Wilmot between 22nd Street and Broadway.

The Retirees' Office is located in Bldg. T-40. It is at the north entrance, the second office on the right. The office is open every first and third Thursday from 10 a.m. to 2 p.m.

The phone number is (520) 295-6663, the e-mail address is 162.retirees@aztucs.ang.af.mil, and mail address is 162 FTR WG Retirees' Office, 1650 E. Perimeter Way, Tucson AZ 85706-6052.

Disabled military retirees to see pay hike

An estimated 150,000 military retirees will see an increase in their pay Feb. 2. The National Defense Authorization Act, enacted in November, significantly modified a long-standing law preventing retirees from receiving full retired pay if they also received disability pay from the Department of Veterans Affairs.

The new law allows concurrent receipt of military retired pay and VA disability pay for retirees with more than 20 years of service and a disability rating of 50 percent or more. This restored pay will be phased in over a 10-year period that began Jan. 1.

Retirees are not required to take any action to receive the additional

pay. Defense Finance and Accounting Service officials have already identified eligible retirees and began making adjustments to their military retired pay.

The first payments are due Feb. 2 for the law change that was effective Jan. 1. The additional funds also will be paid Feb. 2 based on entitlement for Jan. 1 to 31. The restored pay is paid on the same schedule as current military retired pay. Recurring payments will be made on the first business day of each month based on entitlement for the month before.

For the majority of military retirees, the additional money is taxable income and subject to federal tax withholding.

One category of military retirees

who are eligible for additional funds but will not be paid Feb. 2, are those who receive retired pay based on a disability percentage instead of years of service. Further guidance is needed from the Department of Defense to determine how the law will be applied in these cases. Once guidance is received, payments will be made retroactive to Jan. 1. An estimated 2,800 military retirees fall into this category.

For more details regarding who is eligible for the restored pay and how payments will be made, visit www.dfas.mil and see the topics under "Retired and Annuitant Pay," or visit the myPay Web site at <https://mypay.dfas.mil>.



JEC offers professional baseball trips to BOB

The Junior Enlisted Council is scheduling five trips to attend Diamondbacks Baseball this season.

Cost for game tickets will range from \$14 - \$19 per person, depending on the seat location. JEC has reserved 300 tickets and they will be in different areas of Bank One Ballpark. Game tickets can be purchased for family and friends for one game to all games.

JEC has tickets in left field seats and in left seat bleachers.



Tickets have been reserved for the games listed below. This schedule is subject to change according to BOB officials.

Anyone interested in adding their name to the list to purchase tickets (first-come, first-served), please contact Tech. Sgt. Gina Herrera at 295-6482.

Diamondbacks Game Schedule

Month	Date	Day	Opponent	Start Time
April	11	Sunday	Cardinals	1:35 p.m.
May	9	Sunday	Phillies	1:35 p.m.
July	18	Sunday	Dodgers	1:35 p.m.
Aug.	6	Friday	Braves	7:05 p.m.
Sept.	10	Friday	Giants	7:05 p.m.

Desert Rose Dining Facility March Menu



Saturday	Sunday
Baked Fish	Irish Loin of Pork
Fried Chicken	Corned Beef
Mashed Potatoes	New Potatoes
Steamed Rice	Steamed Cabbage
Broccoli	Peas & Carrots
Steamed Carrots	Beets
Cauliflower	Salad Bar with Condiments
Salad Bar with Condiments	Assorted Bread
Assorted Breads	Frozen Yogurt
Frozen Yogurt	Jello
Jello	Coffee, Sodas, 1 and 2 percent Milk
Coffee, Sodas, 1 and 2 percent Milk	

Short Order Saturday and Sunday

Grilled Hamburgers/ Cheeseburgers	French Fries
Grilled Hot dogs	Onion Rings
Chicken Strips	Baked Potato Bar
Fish Sandwich	Assorted Breads
Tuna Sandwich	Assorted Desserts
Pizza	Salad Bar with Condiments
Baked Beans	Fresh Fruit

Dining Hall Hours

9:45 a.m. - 12:15 p.m.

The menu is based on availability and is subject to change without notice.

Unit Training Assembly Dates: March 6-7; April 3-4; May 1-2; June 5-6; July 10-11; Aug. 7-8; Sept. 11-12
Alternate UTA: March 20-21; April none; May 15-16; June 26-27; July 17-18; Aug. 21-22; Sept. 18-19

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